

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

-----X	
	:
NELSON GONZALEZ,	:
	:
Plaintiff,	:
	:
- against -	08 Civ. 4467 (VM)
	:
THE ULANOV PARTNERSHIP, INC.,	:
and NICHOLAS ULANOV,	:
	:
Defendants.	:
	:
-----X	

**DECLARATION OF NICHOLAS A. ULANOV IN SUPPORT OF
DEFENDANTS' MOTION TO DISMISS AND FOR SUMMARY JUDGMENT**

Nicholas A. Ulanov declares as follows:

1. I submit this declaration in support of defendants' motion to dismiss and for summary judgment on: (a) plaintiff's claim for sums allegedly remaining unpaid on a \$20,000 bonus awarded on May 31, 2001 and a \$12,500 bonus awarded on April 9, 2002; (b) plaintiff's claims for compensation from January 2003 until his resignation; (c) plaintiff's claims under the New York State Labor Law to the extent they seek recovery in respect of the period during which plaintiff was an independent contractor for the Company, and to the extent they seek recovery of allegedly unpaid bonuses; (d) plaintiff's third cause of action for quantum meruit/unjust enrichment; (e) plaintiff's claim for allegedly unpaid salary for work performed while he was an employee of the Company to the extent he has, in fact, been paid; (f) plaintiff's claim seeking reimbursement for \$23,093.41 in expenses allegedly incurred on behalf of the Company; and (g) all of plaintiff's claims against me.

The Company

2. I am the Chief Executive Officer and Managing Director of The Ulanov Partnership Inc. (the "Company").

3. The Company provides consulting services, in a wide variety of areas, to not-for-profit institutions. While providing services to large, well-known institutions (e.g., Oxford University), the Company has always been a relatively small operation, at any point in time employing no more than four or five individuals. At present, the only employees of the Company are me and my assistant, Lora Kramer.

4. The Company works with just a few clients at any given time, and payments from clients come in at irregular intervals, most significantly after we have performed all of our work on a given project. As a result, the Company's revenues go through peaks and valleys, which has caused the Company sometimes to defer compensation. Thus, like many operators of small businesses, I draw a salary only when the Company can afford it. Similarly, pursuant to Company policy, any bonuses awarded to the Company employees are paid only if and when the Company can afford to pay them (and even then are forfeited, to the extent not already paid, once an employee leaves the Company).

Plaintiff Begins Work for the Company/Bonuses

5. Plaintiff Nelson Gonzalez commenced employment with the Company on a full-time basis in 1997. When plaintiff was first hired, I explained to him that he would be paid an annual salary, and that if his performance demonstrated that he was likely to make continued, valuable contributions to the Company, the Company might, at its discretion, award him a bonus.

6. The Company's bonus policy has always been that the issuance and amount of a bonus is purely discretionary, based on my determination that an employee's

performance demonstrated that he was likely to make continued, valuable contributions to the Company. In addition, it has always been the Company's policy that, even once a bonus has been awarded, payment is conditioned on: (a) the Company's financial ability to pay the bonus; and (b) the recipient's continued employment with the Company. I explained the Company's bonus policies to plaintiff when he joined the Company in 1997.

7. Pursuant to the exercise of the Company's discretion, plaintiff did not receive a bonus in 1997, 1998, 1999, 2000, 2003, 2004, 2005, and 2006. On May 31, 2001, plaintiff was awarded a bonus in the amount of \$20,000 (the "2001 Bonus"). (*See Exhibit 1*¹ (E-mail from N. Gonzalez to L. Kramer dated May 2, 2002).) When I awarded the 2001 Bonus to plaintiff, I reminded him of the Company's bonus policies.

8. On April 9, 2002, plaintiff was awarded another bonus in the amount of \$12,500 (the "2002 Bonus"). (*See Exhibit 1; Exhibit 2* (E-mail from L. Kramer to N. Ulanov dated Nov. 13, 2002).) I informed plaintiff of the bonus award (and again reminded him of the Company's bonus policies) at his annual performance review, which took place at the Markel Foundation in New York, New York. (*See Exhibit 3* (Performance Review of N. Gonzalez).)

9. The Company made a bonus payment to plaintiff of \$5,000 on July 25, 2001, a bonus payment of \$5,000 on August 20, 2001, a bonus payment of \$5,000 on May 2, 2002, and a bonus payment of \$1,800 on December 31, 2003. (*See Exhibit 4* (Bank Statement of The Ulanov Partnership Inc. for June 30, 2001 through July 31, 2001); **Exhibit 5** (Check to N. Gonzalez from The Ulanov Partnership Inc. dated Aug. 20, 2001); **Exhibit 6** (Check to N.

¹ All documents attached as exhibits to this declaration are true and accurate copies of such documents.

Gonzalez from The Ulanov Partnership Inc. dated May 2, 2002); **Exhibit 7** (Check to N. Gonzalez from The Ulanov Partnership Inc. dated Dec. 31, 2003).)

Plaintiff and the Company Enter Into an Agreement that Allows Plaintiff the Opportunity to Pursue a Ph.D. Abroad

10. In August of 2002, the Company and plaintiff entered into an agreement that would allow plaintiff to work part-time so he could pursue a Ph.D. for a period of between six months to one year in Belgium.

11. Although I was not warm to this idea, plaintiff ultimately convinced me to go along with it because it offered several benefits for the Company. First, plaintiff's obtaining a Ph.D. could benefit the Company's reputation. Second, pursuant to the agreement with plaintiff, he promised to return to the Company for at least fifteen months and to give the Company at least six months notice of his intention to resign – thus giving the Company comfort that, in return for facilitating plaintiff's pursuit of his doctorate, it would get at least fifteen months' worth of work out of plaintiff upon his return, and at least six months to get its affairs in order should plaintiff decide to resign. The terms of the Company's agreement with plaintiff were memorialized in an e-mail sent by plaintiff to me on August 13, 2002. (See **Exhibit 8** (E-mail from N. Gonzalez to N. Ulanov dated Aug. 13, 2002).)

12. The e-mail stated:

Dear Nicholas:

I am extremely glad we were able to resolve the issue of my affiliation with the Firm during and after my time in Belgium, and I am grateful for your flexibility and generosity in allowing our conversation to come to a point of agreement.

To summarize, I understand that I will remain a member of the Firm for the time I am away on my academic Fellowship (from around December 2002, for a minimum of six months and for up to a year), and I will be available to contribute to its work

(presumably mainly the development of the RiWSA) for the equivalent of a day per week. I also understand that I will remain with the Firm for a minimum of 15 months after my return, and that should I decide not to continue with the Firm, I will give six months notice.

I am looking forward to continuing my involvement with our work while I am away and more fully upon my return, when I hope a (presumed) doctoral qualification will actually be of some use to us!

Regards and thanks,

Nelson

(*See Exhibit 8.*)

Plaintiff Works as an Independent Contractor While Pursuing His Ph.D.

13. In or around January 2003, plaintiff began to pursue his Ph.D. through the London School of Economic and Political Science as a Fellow at Catholic University Leuven in Belgium.

14. At the beginning of this period, because his status as a Company employee had ended, he was paid for accrued but unused vacation and holiday pay. (*See Exhibit 9* (Check to N. Gonzalez from The Ulanov Partnership Inc. dated Jan. 21, 2003); **Exhibit 10** (Bank Statement of The Ulanov Partnership Inc. for Dec. 31, 2003 through Jan. 31, 2003).)

15. During this time, I asked plaintiff to devote his part-time efforts to the development of the Royal Institution World Science Assembly (also referred to as "RiWSA" or "RiSci" ("RiSci")), a joint project of the Company and the Royal Institution of Great Britain. The idea behind RiSci was to support interactions between science and public policy.

16. The board of RiSci, which was controlled by the Royal Institution of Great Britain, gave plaintiff the title of director, and during his work for RiSci plaintiff received a

payment in the amount of \$25,000 from RiSci. (See **Exhibit 11** (Bank Statement of RiSci).)

While he was abroad, plaintiff acknowledged his status as an independent contractor. (See **Exhibit 12** (E-mail from N. Gonzalez to L. Kramer dated August 26, 2005).) During this period, plaintiff's working hours were not set by the Company, he was not on the Company's payroll, and he did not receive any fringe benefits from the Company. The Company did not micro-manage plaintiff's work, and plaintiff pursued RiSci's development largely on his own initiative. In addition, plaintiff's income from the Company during this period was recorded on an IRS Form 1099, not a W-2. (See **Exhibit 13** (IRS Form 1099 for 2003, 2004 and 2005).)

Plaintiff Extends His Stay Abroad

17. Plaintiff did not finish his studies within the agreed-to period of one year. (See Exhibit 8). Instead, plaintiff made several requests to extend his stay abroad, in which I acquiesced figuring that, given how far things had gone by then, it was better to allow plaintiff more time in which to obtain his Ph.D. than have him return to the Company without one.

Plaintiff Does Not Obtain a Ph.D. and Returns To Full-Time Employment With the Company

18. Ultimately, however, plaintiff did not obtain his Ph.D., and in mid-November 2005 – some two years and ten months after commencing the part-time arrangement – plaintiff returned to the United States and resumed working on a full-time basis for the Company, with an agreed upon annual salary of \$150,000.

19. All told, the Company paid plaintiff a total of \$96,875 while he was abroad (instead of the \$37,500 that would have been paid had plaintiff been gone only a year). The Company, however, did not receive any revenues from the work that plaintiff performed for RiSci. Having to pay plaintiff, without his helping generate major income from clients as a regular consultant on a full-time basis, placed such a strain on the Company's finances that, after

having paid 31 months of compensation (instead of the originally contemplated 6-12 months), that it was unable to pay plaintiff during his last four months on leave and in the second pay period upon him returning to full-time employment. The Company fully intended to pay plaintiff for these periods – and I so informed plaintiff – until he materially breached the very agreement that had allowed him to go abroad for 34 months (as explained below).

**In Breach of His Agreement With the Company,
Plaintiff Resigns Early and Fails to Provide Six Months Notice**

20. On or before October 15, 2006 – just 11 months after his return, instead of the minimum 15 months that plaintiff had promised the Company – plaintiff left his employment with the Company, without providing the six months notice that he also had promised the Company.

21. Although requested by the Company to do so, plaintiff has not returned a laptop computer worth approximately \$3,000 belonging to the Company, software belonging to the Company, and confidential and proprietary work product and intellectual property belonging to the Company.

**Plaintiff Steals a Client, and Confidential
And Proprietary Information, from the Company**

22. During the period from plaintiff's return to full-time employment to his resignation, the BBC World Service Trust ("BBC") was one of the Company's largest and most profitable clients. Plaintiff worked on the BBC engagement. After the Company's initial work for the BBC was completed, the Company proposed to the BBC further work which was expressly denominated "Phase II" by all the parties involved. All signs pointed favorably to the Company obtaining the Phase II work from the BBC.

23. Shortly after plaintiff's resignation, however, Stephen King, director of the BBC, informed me that the BBC no longer required the Company's services. (*See Exhibit 14* (E-mail from S. King to N. Ulanov dated Jan. 5, 2007).) Only a few weeks later, both King and plaintiff informed me that plaintiff was going to continue to perform services for the BBC. (*See Exhibit 15* (E-mail from S. King to N. Ulanov dated Jan. 24, 2007); **Exhibit 16** (E-mail from N. Gonzalez to N. Ulanov dated Jan. 24, 2007).) Initially, both plaintiff and King assured me that the work plaintiff would perform for the BBC would be short-term; however, this turned out not to be the case. (*See Exhibit 15; Exhibit 16.*) Significantly, plaintiff's work for the BBC was denominated "Phase II," and used precisely the same concepts that the Company had pitched to the BBC as "Phase II." (*See Exhibit 17* (BBC Report to Trustees, Cover Page).)

24. In the end, the Company lost over \$140,000 dollars in business due to plaintiff's theft of its relationship with the BBC and its work product. In addition, using the BBC work he took from the Company, plaintiff lured away an independent contractor who was performing valuable services for the Company.

Tax Records

25. For plaintiff's work for the Company in respect of 1997 through December 2002, the Company recorded plaintiff's compensation on an IRS Form W-2. (*See Exhibit 18* (IRS Form W-2 for 2000, 2001, 2002, 2003, 2005 and 2006).)

26. In 2003, the Company reported compensation to plaintiff on both an IRS Form W-2 and an IRS Form 1099. (*See Exhibit 13; Exhibit 18.*) Plaintiff's 2003 IRS Form W-2 recorded \$10,558.06, representing his salary for the pay period November 15, 2002 through December 18, 2002, as well as a payment made to him on January 21, 2003 representing the balance of his unused vacation pay and holiday pay. (*See Exhibit 9; Exhibit 10; Exhibit 18.*)

Plaintiff's 2003 IRS Form 1099 recorded the "nonemployee compensation" he received for the part-time work he performed while pursuing his Ph.D. (*See Exhibit 13.*)

27. In 2004, the Company provided plaintiff only with an IRS Form 1099, which recorded his "nonemployee compensation." (*See Exhibit 13.*)

28. In 2005, the Company recorded the compensation it provided to plaintiff on an IRS Form 1099, for the "nonemployee compensation" he received for the part-time work he performed while pursuing his Ph.D., and an IRS Form W-2 form for the compensation he received as a full-time employee beginning in mid-November 2005. (*See Exhibit 13; Exhibit 18.*)

29. In 2006, the Company reported all of plaintiff's compensation on an IRS Form W-2. (*See Exhibit 18.*)

Unpaid Salary

30. Plaintiff was paid all salary owed to him during his time as a full-time employee beginning in November 2005 through his resignation, except arguably \$7,217.20 constituting his salary for the period of December 16, 2005 through January 15, 2006. (*See Exhibit 19* (Paystubs for pay periods starting November 16, 2005 through October 15, 2006).)

Plaintiff's Untimely and Inappropriate Requests for Reimbursement of Expenses

31. It is the Company's policy that employees' requests for reimbursement of business expenses must be supported with explanatory detail and, if requested, backup documentation such as receipts, so the Company can comply with all applicable tax laws and regulations.

32. Plaintiff understood and generally complied with this policy. For example, in his expense reimbursement requests for January and February 2006, plaintiff

separately identified every single individual item for which he was seeking reimbursement, its amount, date, nature, and the place where the expense was incurred. (See **Exhibit 20** (N. Gonzalez expense reimbursement requests for Jan. and Feb. 2006).)

33. On September 15, 2006, shortly before his resignation, plaintiff submitted an expense reimbursement request for the period April to July 2006, totaling \$20,774.68. (See **Exhibit 21** (N. Gonzalez expense reimbursement request, Sept. 15, 2006).) Contrary to Company policy, and unlike expense reimbursement requests previously submitted by plaintiff, this request was wholly lacking in detail.

34. On July 29, 2007, nine months after he resigned, plaintiff submitted an updated expense reimbursement request to the Company totaling \$25,951.02. (See **Exhibit 22** (N. Gonzalez expense reimbursement request, July 29, 2007).) In it, plaintiff increased (without explanation) the amount he previously had requested for the period April to July 2006 by \$586.54 (from an original \$20,774.68 to a revised \$21,361.22), and requested reimbursement for the period August to October 2006 of \$4,589.80. (See Exhibit 22.) This reimbursement request, like the previous one, was wholly lacking in detail.

35. Though requested by the Company to do so, plaintiff has failed and refused to provide details explaining and backup documenting the expenses for which he is seeking reimbursement.

* * *

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on July 25, 2008

/s/ Nicholas A. Ulanov
NICHOLAS A. ULANOV

EXHIBIT 1

X-Envelope-To: <kramer@ulanov.com>
Reply-To: "Nelson Gonzalez" <gonzalez@ulanov.com>
From: "Nelson Gonzalez" <gonzalez@ulanov.com>
To: "Lora Kramer" <kramer@ulanov.com>
Subject: While we're on the subject...
Date: Thu, 2 May 2002 01:35:06 -0400
Organization: The Ulanov Partnership
X-Mailer: Microsoft Outlook Express 5.50.4133.2400

Dear Lora,

Since we're talking money...just wondering if you have any indication of when my backlog of bonuses will be paid? As far as I know, the following are outstanding:

2001 bonus: \$10,000
2002 bonus: \$12,500
2002 raise backpay: ~\$4,000

Thanks, Lora...it would be good to know when this will all be available to me, so that I can think about maybe buying a place of my own, finally!

Regards,

Nelson

EXHIBIT 2

Nicholas Ulanov, 05:44 PM 11/13/2002, Salary info

To: Nicholas Ulanov <Ulanov@Ulanov.com>
From: Lora Kramer <kramer@ulanov.com>
Subject: Salary info
Cc:
Bcc:
Attached:

	Gross	Last Bonus Paid	Last Salary Increase
Lora	51,183	5,000.00 5/2/02	11/14/2000
NG	137,500	5,000.00 5/2/02	5/2/2002 + 12.5k add'l bonus

Outstanding Bonuses:

NG	17,500
Lora	5,000

Dates of Hire:

Lora	9/11/95
NG	9/01/97

EXHIBIT 3

Associate

Annual performance review

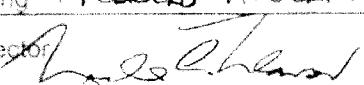
The purpose of the annual performance review is to allow both the Associate and the Principal or Director responsible for the Associate's career development to consider the previous year's work by the Associate and how it has met the needs of the Associate, clients, and the Firm.

Part of that review consists of an examination of the evaluation of the Associate's efforts to fulfill the responsibilities outlined in the Associate job description, as recorded by the Engagement Director(s) with whom the Associate has worked most closely in the prior year and examined by the Associate's career development Principal or Director. Another important part of the review is a complementary discussion of the Associate's views of the past year, including areas in which the Firm could better assist the Associate's career development, its clients, and itself.

When both the Associate and the career development Principal/Director believe the discussion of the Engagement Director(s)' evaluation has been satisfactory and that any comments that the Associate wishes to add have been recorded, they should sign the form. If the career development Principal/Director feels that the evaluation forms prepared by the Engagement Director(s) do not sufficiently reflect the previous year's efforts by the Associate (for example, if the Associate has spent much of the year on Firm activities not directed by an Engagement Director), the Principal/Director may fill out a further evaluation form. Until both signatures have been made to all evaluation forms prepared - or the Associate has formally declined to sign a form despite the opportunity to add comments - the annual performance review remains open.

Should the Associate be dissatisfied in any way with annual performance review, the matter should, if practical, be taken up first with the Associate's career development Principal or Director, then with the Firm's Managing Director or his/her designee.

Performance evaluation

Associate's name	NELSON L. GONZALEZ		Date joined Firm
Engagement Director evaluating	NICHOLAS A. ULANOV		Date of evaluation and signature 6 APR 2002
Signature of Engagement Director			
Career development Principal/Director examining	NICHOLAS A. ULANOV		Date of Principal/Director exam 6 APR 2002
Year in review (normally an anniversary year of Associate joining Firm) 1 SEPTEMBER 2001 - 28 FEBRUARY 2002	Note(s) (if applicable) NO 12 MONTH ANNIVERSARY DUE. NEXT REVIEW TO BE IN 6 MONTHS ON ANNIVERSARY DATE.		Date review is discussed with Associate by career development Principal/Director 9 APR 2002
Signature of Associate			Date of signature 9 April 02.
Signature of career development Principal/Director			Date of signature 9 April 2002

Client Service

Activity	Comments	1-4
Plan and carry out analysis		3+
Assist in developing engagement plans	<ul style="list-style-type: none"> - PREPARED EVALUATION PORTION OF MAR - PLANNED EXTENSION OF SED - EXTENSIVE PLANNING FOR ROI - SONG FOR FPO 	4
Implement engagement plans	<ul style="list-style-type: none"> - SUPERB MATERIALS GENERALLY - TOO OFTEN DELIVERED AFTER CLIENT-PROMISED DATES - LED CLIENT SEMINARS (SPD, MAR) - NOT TOTALY SUCCESSION WITH TAA 	3
Examine client circumstances quantitatively and qualitatively	<ul style="list-style-type: none"> - VERY GOOD WORK OF SED, ESPECIALLY CORE SERVICES, ALSO SEEING LEARNING - CONTINUED FINE WORK ON FOUNDATION PROBLEM EVALUATION, GENERALLY TAKEN TO CLIENT QUANTITATIVE/QUALITATIVE ORIENTATION 	3+
Analyze analogue institutions and circumstances	<ul style="list-style-type: none"> - GOOD IN PRINCIPLE, BUT THIS IS OFTEN MORE IN PLANNING THAN EXECUTION (E.G., FOUNDATION VISITS, GLOBAL CATEGORIES) 	3
Review and amend work plans	<ul style="list-style-type: none"> - VERY EFFECTIVE WITH SED - USEFUL WITH MAR - EXCELLENT WITH ROI - PLANNING CORRELATED WITH TAA 	4-
Synthesize		3

Activity	Comments	1-4
Produce insights to advance problem-solving and issues identification	-REGULARLY EXCELLENT WITH ALL CLIENTS - NEED TO FOCUS MORE COMMUNICATION/CHANGE STRATEGY	3
Advise		3+
Counsel clients on execution, especially related to engagement	-AS PERTAINS TO BE EXPECTED, VARIABLE -GREAT SUCCESS WITH SOROS AND AMERICAN LEGION, LESS WITH ALEXA CLOUD -MODERATE SUCCESS AT MAR - GOT IN SOME PROJECTS A STRONG POINT -MIXED WITH DAN STARD	3/4+
Assist in senior client counseling, consistent with engagement goals and plans	A.S. ABOVE	
Assist clients in advancement of their missions, as opportunities are presented	-SUPERB ON MAR, SFD -VERY GOOD ON LOI -MIXED ON TAA -WITH LONG FED MANAGERS	3+
Collaborate with Firm colleagues to further their and shared work on behalf of the client	-GREAT STRIDES HERE: -MEETINGS TO NJ -EMAILS SENSIBLY -VISITS WITH JUDY NINER -NEED A BIT MORE SCHEDULES COORDINATION	3+
Associate		3+

Activity	Comments	1-4
Adapt to client culture, while maintaining professional status	<ul style="list-style-type: none"> - GENERALLY VERY SUCCESSFUL IN ALL ASPECTS - DID NOT ALWAYS WORK IN FFO 	4-
Work on client premises	<ul style="list-style-type: none"> - A BIT TOO ISOLATED IN CONTACT 	3

Presentation

Activity	Comments	1-4
Prepare, design, and execute		3+
Draft exhibits and memoranda illuminating key issues	<ul style="list-style-type: none"> - HIGH VOLUME OF INFORMATIVE MEMORANDA ACROSS ALL CLIENTS AND PROSPECTIVE CLIENTS - EXCELLENT INSIGHTS - VERBAL NEEDS TO BE SOMewhat BRIEFED DOWN/PALETTED UP - INVOLVED, BUT STILL NEEDS MORE GRAPHIC EXPANSION 	3
Refine written materials to advance client and Firm understanding	<ul style="list-style-type: none"> - SEE ABOVE - NEED MORE REWRITING? 	3
Prepare documents or sections for client or Firm, leading to positive conclusions and actions	<ul style="list-style-type: none"> - MATERIALS VERY EFFECTIVE, AND LED TO CONCRETE OUTCOMES WITH SFD, ROI, LOGIC THAT - JOURNAL WITH FFO - MATERIALS NOT EFFECTIVE UNTIL MAR (IN PECULIAR TERMS) 	3+

Activity	Comments	1-4
Present		3+
Deliver materials and conclusions to client, Firm, or external audiences, leading to agreement and momentum for action	<ul style="list-style-type: none"> - IN GENERAL VERY EFFECTIVE IN SHARING (SEE BELOW) AND VISUAL ALIGNMENT WITH SPD, BUT TAA - NOT EFFECTIVE IN MOVING MR 	3
Build cooperative spirit in presentation, generating shared understanding and credit to client and, where possible, the Firm	<ul style="list-style-type: none"> - A REMARKABLE MANNER, LEADING TO EXCELLENT SPIRIT AND RESPECT IN ALL CLIENT SITUATIONS, BUT THIS 'CANTON' IS NOT CONSISTENTLY BEING COMPLETED - CLIENT CHANGE 	4

Leadership and teamwork

Activity	Comments	1-4
Lead		4-
Take initiative to serve clients better, enhance Firm capability, and improve others' professional experience	<ul style="list-style-type: none"> - THE INITIATIVE IS CONSTANT, SOUND, VALUABLE, CREATIVE, AND REINFORCED - APPEALING 'GUNNAR' ABOUT DEALING WITH CLIENT-UNFAMILIAR SUBJECTS + DEVELOPMENT OPPORTUNITY 	3+
Share experience and advocate a point of view important to engagement outcome, client mission, or individual performance - and know when not to	<ul style="list-style-type: none"> - DRAWING ON EXPERIENCES WELL - KEEPING CONFIDENTIAL AND AVOIDING CLIENT DISCOURSES WHILE DRAWING BIAS TO OTHERS' EXPERIENCES - NEED TO LEARN TO CONVEY 'BAD' NEWS 	3+

Activity	Comments	1-4
Set an example in work conduct, character, and treatment of others so as to encourage others' superior performance as well	- <i>Always right</i>	4
Practice teamwork		3+
Collaborate with colleagues and client staff to maximum client and Firm benefit	- <i>Generally focused on firm client and firm plant, but sees comments about in client change</i>	3+
Act so whole is greater than the sum of the parts, applied to individuals and their efforts' results	- <i>Consistently focused on larger picture, with possible exception of TAA (where parts are where not separated)</i>	4
Ensure client's "own" engagement results and put client credit ahead of Firm or personal credit	- <i>Might lead to more client change if this strategy were more explored</i>	3

Professionalism

Activity	Comments	1-4
Further knowledge		4

Activity	Comments	1-4
Carry out work so that it enhances or expands client and Firm knowledge	<ul style="list-style-type: none"> - A CATHOLIC APPROACH TO CLIENT CARE AND NOTICES RELEVANT - CONTINUOUS SYNTHESIZING 	4
Undertake Firm initiatives to increase client and Firm expertise and understanding of client and consulting issues	<ul style="list-style-type: none"> - PRACTICING / PRACTICED - BREAKFAST AND DINNER INTRODUCTION - FOUNDATION ANALYSTIC VISITS - WIDE SELLING + READING — AND SHARING OF WHAT MATTERS 	4+
Take advantage of opportunities to improve individual knowledge and to share it	<ul style="list-style-type: none"> - SEE ABOVE - EXCELLENT AND POSITIVE NETWORKING AND OUTREACH AS WELL AS READING 	4
Put clients first		4
Without exception within ethical bounds preserve client interests	<ul style="list-style-type: none"> - EXCELLENT SENSITIVITY IN THIS AREA, PRACTICED 	4
Serve clients to the best of ability	<ul style="list-style-type: none"> - NEED TO DEVELOP ABILITY TO 'SAY NO' 	4-
Preserve client confidentiality, except where waived by client for client-based motives	<ul style="list-style-type: none"> - HANDED OVER JOB AFTER RIGHT UNDER DIFFICULT CIRCUMSTANCES 	4

Activity	Comments	1-4
Advance the Firm		4
Promote Firm interests through superb engagement work	- QUALITY IS CONSISTENTLY HIGH	3+
Enhance Firm reputation through high professional conduct and standards	- MAINTAINS A CREDIT, AND CONSISTENTLY LEAVES PEOPLE IMPRESSED AND INTERESTED IN FIRM	4
Develop new and enhance existing Firm professional techniques	- USED LEGS TO ADVANTAGE - PUSHED ENDS OF PLANNING/PROMOTION EVALUATION	
Represent the Firm to the wider community where appropriate	- SEE NETWORKING, REPS - GROWTH IN ENQUIRIES (LEADS, PARTNERS/PEERS, REVIEWS, STANDEE MARKET, DELIVERED FREIGHT DATES)	4
Manifest professionalism		4
Increase personal consulting competences and master techniques	- SUPERB TAKEN ON AND LEADERSHIP SET - GREATLY EXPANDED USE OF PLANNING / SOLUTIONS MEMORANDA - NEED TO WORK ON MOVING CLEVER ON DIFFICULT ISSUES (NO ENGAGEMENT NEGOTIATION)	4/3

Activity	Comments	1-4
Ensure work experience increases professional knowledge, satisfaction, and happiness	-SEEMS EXCELLENT ON KNOWLEDGE FRONT -NOT SURE HAPPY BALANCE IS ACHIEVED	3
Pursue education	AS REFLECTED ELSEWHERE, VERY WELL HANDED IN THIS PERIOD	4+
Exercise judgement and attempt wisdom at all times	AGAINST VERY DEMANDING STANDARD -A SUPERB MANAGEMENT STANDARD, BUT NEEDING MORE AT A PRINCIPAL LEVEL	3+
Set and adhere to highest professional principles in all matters, especially the treatment of others	-FLAWLESS	4
Remember, and if necessary apply, the obligation to dissent where a client appears to be miserved	-GENERALLY SEEMS WELL IN PLACE, BUT THOUGH CHALLENGING, NOT ALWAYS BETTER, STILL NOT ALWAYS CONVINCED IT OCCURS WHEN IT SHOULD	3+/-

Note: Numerical ratings are: 1-Unacceptably poor, 2-Needs improvement, 3-Good performance, 4-Outstanding performance, these ratings serve as a guide only, while particular attention should be paid to written comments.

Notable circumstances affecting Associate's prior year

- 18 MONTH PERIOD
- MUM PARENTAL ILLNESS AND DEATH
- SIGNIFICANT CLIENT TURNOVER
- SFO JOB OFFER

Particular achievements not noted in specific comments above

- SIGNIFICANT INTRODUCTIONS TO PFM, INCLUDING FIRST SFO CLIENT GENERATION
- PLAYED LEADING-TO-END ENGAGEMENT ROLE IN PFO, AND NEGOTIATING IT WITH SFO + TAA
- TURNED SFO DMR AND MAINTAINED HIGH LEVEL OF EXECUTION/JOBDIP
- BEGAN TO RIGHT TAA CLIENT DIVERSIFICATION
- NEGOTIATED INVOLVEMENT OF CLIENT BON SWARF IN OTHER CLIENT/UP JOINT-VENTURE.

Matters needing attention by the Associate

SEE BELOW

Areas/actions important for further development by Associate in coming year

- AS NOTED, IN MOVING TOWARD PARTNERSHIP IT IS IMPORTANT TO DEVELOP ABILITY TO FACE CLIENT WITH DIFFICULT/UNPREDICTABLE CONVERSATIONS OR ISSUES. THIS NEEDS WORK.
- IT IS ALSO WANTED THAT PARTNER GETTING MORE INVOLVED IN MONITORING NEGOTIATIONS (PARTICULARLY LEAD INFLUENT AT THIS STAGE).
- THE SAME NEEDS TO CHARGING AGREEMENT IN ORDER TO LEAD AN ENGAGEMENT

Overall comments by the Engagement Director

- A RECENT STRENGENING - AND RECENT ACTIVATING - 18 MONTHS
- SUPERB PERFORMANCE/PROFESSIONAL GROWTH
- EXCELLENT TRAJECTORY

Comments (if any) by the Associate's career development Principal/Director

- AN EVER MORE VALUED CONSULTANT AND MANAGEABLE STAFF
- OUR CLIENTS AND FIRM ARE FORTUNATE AND WELL SERVED.

Comments (if any) by Associate

- While grateful for the diverse opportunities brought by all of the recent client activity (FFO, MAR, etc.), a little disappointed that not able to pursue two key goals and thus when decided to stay with firm (1. more international work, 2. opportunity to switch firms with a transfer of collected capital).
- Condition of professional development - growing confident in professional abilities, but also very aware of need for continual growth. Encouraged that 22 Feb 1994
not without a ceiling in development. ^{more work} and is now the enabler to encourage feedback and ^{more work} opportunities.

EXHIBIT 4

U.S. TRUST

Page 1 of 3

THE ULANOV PARTNERSHIP INC.
7 VICTORIAL CIR
EAST PATCHOGUE NY 11772

STATEMENT PERIOD:
June 30 - July 31, 2001

Direct Inquiries To:
Joseph Muller
1-212-887-0483

Checks Enclosed: 6

Taxpayer Identification Number
22-3272214

SUMMARY OF ACCOUNT

Account Type	Account Number	Ending Balance
BUSINESS CHECKING	20-9397-9	\$40,068.18

Effective 7/9/01, PLEASE USE OUR NEW FED WIRE INSTRUCTIONS:
UNITED STATES TRUST COMPANY OF NEW YORK, ABA# 021001318
INDICATE BENEFICIARY NAME AND BENEFICIARY ACCOUNT NUMBER

Business Checking Summary # 20-9397-9

Beginning Balance	\$623.47
Total Credits	\$ 155,001.87
Total Debits	\$115,557.16
Ending Balance	\$40,068.18

Business Checking Transactions # 20-9397-9

Date	Amount	Description	Balance
Jul. 2	20,000.00+		\$20,623.47
Jul. 3	5,000.00-		\$15,623.47
Jul. 3	35.00		\$15,588.47
Jul. 6	36,000.00+		\$51,588.47

REDACTED

continued on next page

UNITED STATES TRUST COMPANY
OF NEW YORK114 WEST 47TH STREET
NEW YORK, NY 10036-1532U.S. TRUST

Page 2 of 3

THE ULANOV PARTNERSHIP, INC.

7 VICTORIAL CIR
EAST PATCHOGUE NY 11772

Business Checking Transactions # 20-9397-9

- continued

Date	Amount	Description	Balance
Jul. 9	10,000.00		\$41,588.47
Jul. 10	5,000.00+		
Jul. 10	6,000.00		
Jul. 10	10,000.00		\$30,588.47
Jul. 11	1,588.00		
Jul. 11	4,000.00		
Jul. 11	14,000.00		\$11,000.47
Jul. 16	3,132.42		
Jul. 17	6,662.37		\$7,868.05
Jul. 19	228.00		\$1,205.68
Jul. 24	89,001.87+		\$977.68
Jul. 24	175.00		\$89,834.55
Jul. 27	5,000.00+		
Jul. 27	10,000.00		
Jul. 27	24,000.00		
Jul. 27	105.00		
Jul. 27	15,000.00		\$45,699.55

Wire Tr. Sent-Dom
Citibank Nyc 021000089
Ctr. Bnf Nelson Gonzalez Ac-
n4970522NG payment includes
5K bonus pymt

REDACTED

continued on next page

UNITED STATES TRUST COMPANY
OF NEW YORK114 WEST 47TH STREET
NEW YORK, NY 10036-1532

U.S. TRUST

Page 3 of 3

THE ULANGOV PARTNERSHIP INC.
7 VICTORIAL CIR
EAST PATCHOGUE NY 11772

Business Checking Transactions # 20-9397-9

-continued-

Date	Amount	Description	Balance
Jul. 31	631.37		
Jul. 31	5,000.00		\$40,068.18

REDACTED

Business Checking Transactions In Serial Number Order # 20-9397-9

Check #	Amount	Date	Check #	Amount	Date
2023	1,588.00 ✓	Jul. 11	2026	228.00 ✓	Jul. 19
2024	3,132.42 ✓	Jul. 16	2027	631.37 ✓	Jul. 31
2025	6,662.37 ✓	Jul. 17	2028	5,000.00	Jul. 31

*** Indicates skip in check sequence

R - Indicates check has been returned

EXHIBIT 5

THE ULANOV PARTNERSHIP, INC. 00-01

2060

UNITED STATES TRUST
COMPANY OF NEW YORK
11 WEST 54TH STREET
NEW YORK, NY 10019
1-1317210

8/20/2001

PAY TO THE
ORDER OF Nelson R. Gonzalez

\$ **5,000.00

Five Thousand and 00/100***** DOLLARS ^{130224291 12 082801} ₁₀₀

Nelson R. Gonzalez
125 W. 16th Street
Apt. 161
New York, NY 10011

Ronald Kramer ^{HS}

MEMO Bonus

4002060110210013186 20 9397 90 000050000

EXHIBIT 6

2199

THE ULANOV PARTNERSHIP, INC. 03-01

UNITED STATES TRUST
COMPANY OF NEW YORK
11 WEST 54TH STREET
NEW YORK, NY 10019
1-131/210

5/2/2002

120012881 12 050802 004970522

\$ **5,000.00

PAY TO THE
ORDER OF Nelson R. Gonzalez

Five Thousand and 00/100

DOLLARS 

Nelson R. Gonzalez



MEMO Bonus

000219910 021001318 20 939? 9# 0000500000

EXHIBIT 7

THE ULANOV PARTNERSHIP, INC. 01-92

UNITED STATES TRUST
COMPANY OF NEW YORK
NEW YORK CITY, NY 10017
1-131210

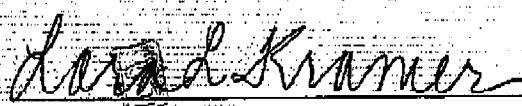
2454

12/31/2003

PAY TO THE
ORDER OF Nelson Gonzalez

\$ **4,925.00

Four Thousand Nine Hundred Twenty-Five and 00/100

DOLLARS 

Citibank NYB
P.O. Box 291
Brooklyn, NY 11220

MEMO Pay and partial bonus

100-24547-20013181 20 9397 9000049 2500

EXHIBIT 8

X-Envelope-To: <ulanov@ulanov.com>
Reply-To: "Nelson Gonzalez" <gonzalez@ulanov.com>
From: "Nelson Gonzalez" <gonzalez@ulanov.com>
To: "Nicholas Ulanov" <ulanov@ulanov.com>
Subject: Our consensus...
Date: Tue, 13 Aug 2002 17:39:33 -0400
Organization: The Ulanov Partnership
X-Mailer: Microsoft Outlook Express 6.00.2600.0000

Dear Nicholas,

I am extremely glad that we were able to resolve the issue of my affiliation with the Firm during and after my time in Belgium, and I am grateful for your flexibility and generosity in allowing our conversation to come to a point of agreement.

To summarize, I understand that I will remain a member of the Firm for the time I am away on my academic Fellowship (from around December 2002, for a minimum of six months and for up to a year), and will be available to contribute to its work (presumably mainly the development of the RiWSA) for the equivalent of a day per week. I also understand that I will remain with the Firm for a minimum of 15 months after my return, and that should I decide not to continue with the Firm, I will give six months notice.

I am looking forward to continuing my involvement with our work while I am away and more fully upon my return, when I hope a (presumed) doctoral qualification will actually be of some use to us!

Regards and thanks,

Nelson

EXHIBIT 9

2313

THE ULANOV PARTNERSHIP, INC. 01-92

UNITED STATES TRUST
COMPANY OF NEW YORK
NEW YORK CITY, NY 10017
1-131/210

1/21/2003

PAY TO THE
ORDER OF Nelson Gonzalez

04970522

\$ 2,658.52

Two Thousand Six Hundred Fifty-Eight and 52/100 DOLLARS A EC

Nelson Gonzalez
123 W. 16th Street
Apt. 161
New York, NY 10011

Ronald Kramer



MEMO 11/15/2002 - 12/14/2002 Balance of December pay (holiday, vacation)

000002658521

100231311 1002100131810 20 9397 81

EXHIBIT 10

UNITED STATES TRUST COMPANY
OF NEW YORK114 WEST 47TH STREET
NEW YORK NY 10036-1532**U.S. TRUST**

Page 1 of 3

THE ULANOV PARTNERSHIP INC.
7 VICTORIAL CIR
EAST PATCHOGUE NY 11772

STATEMENT PERIOD:
December 31 - January 31, 2003

Direct Inquiries To:
Joseph Muller
1-212-887-0483

Checks Enclosed: 16

Taxpayer Identification Number

SUMMARY OF ACCOUNT

Account Type	Account Number	Ending Balance
BUSINESS CHECKING	20-9397-9	\$ 93,829.80

ON MARCH 3, 2003, PRIVATE ACCESS LINE, OUR AUTOMATED TELEPHONE BANKING SERVICE, WILL BE UPGRADED WITH SEVERAL NEW FEATURES INCLUDING CARD ACTIVATION, PIN CHANGES AND SEVERAL NEW MENU OPTIONS.

Business Checking Summary # 20-9397-9

Beginning Balance	\$ 3,827.48
Total Credits	\$ 202,493.58
Total Debits	\$ 112,491.26
Ending Balance	\$ 93,829.80

Business Checking Transactions # 20-9397-9

Date	Amount	Description	Balance
Jan. 2	231.65		\$ 3,827.48
Jan. 6	83,094.73		\$ 202,493.58
Jan. 6	2,000.00		\$ 112,491.26
Jan. 6	35.00		\$ 93,829.80
Jan. 9	236.50		\$ 93,595.83
Jan. 9	510.40		\$ 84,655.56
Jan. 9	427.50		\$ 83,481.16
Jan. 10	81.38		\$ 83,399.78
Jan. 13	53.02		\$ 83,346.76
Jan. 15	10,000.00		
		REDACTED	

continued on next page

UNITED STATES TRUST COMPANY
OF NEW YORK114 WEST 47TH STREET
NEW YORK, NY 10036-1532**U.S. TRUST**

Page 2 of 3

THE ULANOV PARTNERSHIP INC.
7 VICTORIAL CIR
EAST PATCHOGUE NY 11772

Business Checking Transactions # 20-9397-9

- continued

Date	Amount	Balance
Jan. 15	3,000.00	REDACTED
Jan. 15	4,901.54	Domestic Wire Tran Citibank Nyc 021000089 Ctr Bnf Nalena Gonzalez Ac- ← payment to NG
Jan. 15	105.00	
Jan. 15	32,000.00	\$53,340.22
Jan. 21	22,820.48	
Jan. 21	15,550.00	\$14,969.74
Jan. 22	3,298.37	
Jan. 22	19,428.88	\$31,100.25
Jan. 23	216.50	
Jan. 23	384.07	\$26,899.68
Jan. 23	3,600.00	
Jan. 24	35.00	
Jan. 24	7,000.00	\$19,864.68
Jan. 27	4,000.00	REDACTED
Jan. 29	2,658.52	
Jan. 29	2,000.00	Check 2313 ← payment to NG see attached check
Jan. 29	35.00	REDACTED

continued on next page

UNITED STATES TRUST COMPANY
OF NEW YORK114 WEST 47TH STREET
NEW YORK, NY 10036-1532**U.S. TRUST**

Page 3 of 3

THE ULANOV PARTNERSHIP, INC.
7 VICTORIAL CIR
EAST PATCHOGUE, NY 11772

Business Checking Transactions # 20-9397-9
-continued

Date	Amount	Description	Balance
Jan. 29	35.00		
Jan. 29	7,000.00		\$4,136.16
Jan. 30	89,969.97		
Jan. 30	35.00		\$94,071.13
Jan. 31	24.91		
Jan. 31	50.99		
Jan. 31	46.90		
Jan. 31	138.53		\$93,829.80

REDACTED

Business Checking Transactions In Serial Number Order # 20-9397-9

Check #	Amount	Date	Check #	Amount	Date
2291	81.38	Jan. 10	2309	427.50	Jan. 9
2300	231.65	Jan. 21	2310	216.50	Jan. 23
***			2311	384.07	Jan. 25
2302	236.50	Jan. 9	2312	3,298.37	Jan. 22
2303	53.02	Jan. 13	2313	2,658.52	Jan. 29
2304	510.40	Jan. 9	2314	24.91	Jan. 31
***			2319	30.99	Jan. 31
2307	22,820.48	Jan. 21	2320	46.90	Jan. 31
2308	15,550.00	Jan. 21	2321	138.53	Jan. 31

*** Indicates skip in check sequence

R - Indicates check has been returned

Please examine at once. Contact your Account Officer if you feel an error has taken place.
Additional information is on the reverse side of this page.

EXHIBIT 11



North Fork Bank

EAST SETAUKET
For Information: (877) 694-9111

NOTICE: See Reverse side
for Important Information

8-31-05
PAGE 1
7224021860
NO ENCLOSURES

ROYAL INSTITUTION WORLD SCIENCE ASSEMBLY 072
35 E MASEM SQ
EAST PATCHOGUE NY 11772-5607

ATTENTION SMALL BUSINESS CUSTOMERS: BUSINESS ADVANTAGE
PLUS IS NOW AVAILABLE, WITH NEW SERVICES AND BENEFITS
TO HELP MEET YOUR FINANCIAL NEEDS. STOP BY YOUR LOCAL
BRANCH FOR MORE DETAILS.

ESSENTIAL BUSINESS CHECKING	722402 186 0	
Previous Balance	7-31-05	20,323.99
+Deposits/Credits	3	60,546.31
-Checks/Debits	5	30,106.00
-Service Charge		40.12
Ending Balance	8-31-05	50,724.18
Days in Statement Period	31	

DATE DESCRIPTION	CHECK#	DEBITS	CREDITS	BALANCE
Beginning Balance				20,323.99
8-01		71.00		20,252.99
8-01		10.00		20,242.99
8-05			40.10	20,283.09
8-08			50,506.21	70,789.30
8-09		5,000.00		65,789.30
8-09		25.00		65,764.30
8-09 NELSON GONZALEZ		25,000.00		40,764.30
8-19			10,000.00	50,764.30
8-31		40.12		50,724.18
				50,724.18

REDACTED

EXHIBIT 12

Nelson R. Gonzalcz, 01:21 PM 8/26/2005, My IRS Status

Page 1 of 1

X-Sieve: CMU Sieve 2.2

Date: Fri, 26 Aug 2005 18:21:25 +0100

From: "Nelson R. Gonzalez" <gonzalez@ulanov.com>

To: Lora Kramer <kramer@ulanov.com>

Subject: My IRS Status

User-Agent: Internet Messaging Program (IMP) 3.2.2

X-Originating-IP: 128.122.228.126

X-Envelope-To: kramer@ulanov.com

X-Clara-Scan: content scanned according to recipient preferences

Dear Lora,

Since I have been living abroad and have not had to deal with U.S. tax issues, I have not give these matters much thought, but now that I must file as a U.S. resident, I have realized that it is much more complicated for me to be reported as an independent contractor as not as an employee. Given that and my return to full-time work in November, could you therefore please change my status/withholdings as soon as possible? In fact, if you could do so for all past unpaid months (June on, I think), that would be great. The sooner we can change this, the less hassle I'll have to deal with in reporting to the IRS.

Thank you!

Best,

Nelson

EXHIBIT 13

PAYER'S name, street address, city, state, ZIP code, and telephone no. The Ulanov Partnership, Inc. 210 Harrison Street Princeton, NJ 08540		1 Rents \$	OMB No. 1545-0115 2003 Form 1099-MISC	Miscellaneous Income Copy C For Payer
		2 Royalties \$		
		3 Other income \$		
PAYER'S Federal identification number 22-3272214	RECIPIENT'S identification number 225-15-9009	5 Fishing boat proceeds \$	6 Medical and health care payments \$	
RECIPIENT'S name Nelson Gonzalez N. Gonzalez		7 Nonemployee compensation \$ 39300.00	8 Substitute payments in lieu of dividends or interest \$	
Street address (including apt. no.) P.O. Box 291		9 Payer made direct sales of \$5,000 or more of consumer products to a buyer (recipient) for resale ► <input type="checkbox"/>	10 Crop insurance proceeds \$	
City, state, and ZIP code Brooklyn NY 11220		11	12	
Account number (optional)	2nd TIN not. <input type="checkbox"/>	13 Excess golden parachute payments \$	14 Gross proceeds paid to an attorney \$	
15		16 State tax withheld \$	17 State/Payer's state no. \$	
			18 State income \$	

Form 1099-MISC

Department of the Treasury - Internal Revenue Service

20
50
09

ame
NY

Service

PAYER'S name, street address, city, state, ZIP code, and telephone no.		1 Rents \$ 2 Royalties \$ 3 Other income \$	OMB No. 1545-0115 2004 Form 1099-MISC	Miscellaneous Income Copy C For Payer
The Ulanov Partnership, Inc. 210 Harrison Street Princeton, NJ 08540 212-869-3720		4 Federal income tax withheld \$ 5 Fishing boat proceeds \$	6 Medical and health care payments \$	
PAYER'S Federal identification number 22-3272214	RECIPIENT'S identification number 225-15-9009	7 Nonemployee compensation \$ 37500.00 9 Payer made direct sales of \$5,000 or more of consumer products to a buyer (recipient) for resale ► <input type="checkbox"/> 11 <input type="checkbox"/> <input type="checkbox"/> \$	8 Substitute payments in lieu of dividends or interest \$ 10 Crop insurance proceeds \$ 12 <input type="checkbox"/> \$	For Privacy Act and Paperwork Reduction Act Notice, see the 2004 General Instructions for Forms 1099, 1098, 5498, and W-2G.
RECIPIENT'S name Nelson Gonzalez N. Gonzalez		13 Excess golden parachute payments \$	14 Gross proceeds paid to an attorney \$	
Street address (including apt. no.) P.O. Box 291		15 <input type="checkbox"/> 16 State tax withheld \$	17 State/Payer's state no. \$	
City, state, and ZIP code Brooklyn NY 11220		18 State income \$		
Account number (optional)		2nd TIN not. <input type="checkbox"/>		
15				

Form 1099-MISC

Department of the Treasury - Internal Revenue Service

THE ULAND PARTNERSHIP
210 Harrison Street
Princeton, NJ 08540
212-869-3720

Filed 07/25/2008

OMB No. 1545-0115

Page 4 of 4

2005

Miscellaneous
Incom

		\$		
2 PAYER'S Federal identification number 22-3272214		2 Royalties		
		\$		
3 RECIPIENT'S identification number 225-15-9009		3 Other income	4 Federal income tax withheld	
		\$	\$	
5 RECIPIENT'S name Nelson Gonzalez		5 Fishing boat proceeds	6 Medical and health care payments	
		\$	\$	
7 Street address (including apt. no.) 125 W. 16th Street Apt 161		7 Nonemployee compensation 21875.00	8 Substitute payments in lieu of dividends or interest	
		\$	\$	
9 City, state, and ZIP code New York NY 10011		9 Payer made direct sales of \$5,000 or more of consumer products to a buyer (recipient) for resale ► <input type="checkbox"/>	10 Crop insurance proceeds	
		\$	\$	
11 Account number (see instructions) \$		11	12	
		\$	\$	
13 Excess golden parachute payments \$		13	14 Gross proceeds paid to an attorney	
		\$	\$	
15a Section 409A deferrals \$		15b Section 409A income \$	16 State tax withheld \$	17 State/Payer's state no. 18 State income \$

Form 1099-MISC

Department of the Treasury - Internal Revenue Ser

Copy
For Pa

For Privacy
and Paperw
Reducti
Notice, see
2005 Gene
Instructions
Forms 10
1098, 54
and W-2

EXHIBIT 14

Stephen King, 12.23 5/1/07, RE: Catch up

Page 1 of 2

Subject: RE: Catch up

Date: Fri, 5 Jan 2007 16:23:52 -0000

X-MS-Has-Attach:

X-MS-TNEF-Correlator:

Thread-Topic: Catch up

Thread-Index: Acci7YrZTrocZ8zLQdKrpenu7t6XgN9dGwA

From: "Stephen King" <stephen.king@bbc.co.uk>

To: "Nicholas Ulanov" <ulanov@ulanov.com>

X-Nonspam: None

X-NAS-Language: English

X-NAS-Bayes: #0: 0; #1: 1

X-NAS-Classification: 0

X-NAS-MessageID: 13335

X-NAS-Validation: {5B6CAC75-27C4-4119-AA91-2FD316C6B01C}

Dear Nicholas,

I hope you had a restful Christmas and New Year. I managed to get some time with the family which was anything but restful, but certainly I feel somewhat recuperated and ready for 2007.

We've now successfully put in place the Regional Structure, we shall shortly be recruiting for a new Development Director - and are putting in place the changes which you so ably steered us through. However, as you foreshadowed in your e-mail, we won't be requiring further support from UP.

As Nigel mentioned at the end of the Trustees meeting, he and the Trustees valued the contribution which you and the UP team made and the enormous amount of work which went into this during our engagement. I personally enjoyed working with you and the team - you brought some great insights and helped us through some difficult times, so I am very grateful for all you have done.

With many best wishes and I hope our paths cross again at some point soon

With best wishes for the New Year

Stephen

-----Original Message-----

From: Nicholas Ulanov [mailto:ulanov@ulanov.com]

Sent: 18 December 2006 21:42

To: Stephen King

Subject: Catch up

Dear Stephen,

Stephen King, 12.23 5/1/07, RE: Catch up

Page 2 of 2

I hope this finds you well. Of course there has been much curiosity around UP about how the implementation is going, how the shift to geography is going, whether country plans are happening, your search for a new fundraiser, gossip about the various personalities, and so on.

This note is to wish you the best for Christmas and also to confirm my intuition that silence means you will not be seeking our help early in the new year; the latter is because I am making a variety of assignments and need to sort Lacy out as well as my own time.

The work with the Trust was really our high point for the year, in a very good year. It's a rare thing to find the people, the mission, and the work even more rewarding and fun than hoped for, and we did.

At the very least it would be grand to catch up with you at some point in London or elsewhere in your travels. And be assured that our commitment to 'after care' is very real - if there is some relatively modest way we can be helpful informally you have only to ask. And our overall commitment to the Trust, and you, remains huge, so we'd be thrilled to do more work with you as possible.

Happy Christmas

Regards.

Nicholas

<http://www.bbc.co.uk/>

This e-mail (and any attachments) is confidential and may contain personal views which are not the views of the BBC unless specifically stated.

If you have received it in error, please delete it from your system.

Do not use, copy or disclose the information in any way nor act in reliance on it and notify the sender immediately.

Please note that the BBC monitors e-mails sent or received.

Further communication will signify your consent to this.

EXHIBIT 15

BBC World Service Trust

Page 1 of 1

Date: Wed, 24 Jan 2007 14:54:00 -0000
X-MS-Has-Attach:
X-MS-TNEF-Correlator:
Thread-Topic: BBC World Service Trust
Thread-Index: Acc/x3uCLMouyQGFS4a4s0zhvJl2rw==
From: "Stephen King" <stephen.king@bbc.co.uk>
To: "Nicholas Ulanov" <ulanov@ulanov.com>
X-Nonspam: None
X-NAS-Language: English
X-NAS-AutoBlock-Code: 6
X-NAS-AutoBlock-Description: Always block emails that contain obscured or disguised Web links
Subject: [Norton AntiSpam] BBC World Service Trust
X-NAS-Classification: 1
X-NAS-MessageID: 14147
X-NAS-Validation: {5B6CAC75-27C4-4119-AA91-2FD316C6B01C}

Dear Nicholas,

I hope you are well. Following my e-mail a few weeks ago, I thought it right to let you know that I'm using Nelson for some work in guiding some of our business planning at a country level over the next two months. This is a short term assignment and will help in developing some concrete business plans at the country level. I thought it important that you learnt about this from me rather than other sources.

As ever, I remain grateful for the work which UP carried out over the past year and open to the possibilities of re-engaging in the future.

With best wishes

Stephen

Stephen King
 Director
 BBC World Service Trust
 Room 302 NE, Bush House, PO Box 76, Strand, London WC2B 4PH
www.bbc.co.uk/worldservice/trust
 Tel: + 44 (0) 20 7557 2462
 Fax: + 44 (0) 20 7379 1622

<http://www.bbc.co.uk>

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Further communication will signify your consent to this.

EXHIBIT 16

Nelson R. Gonzalez, 08.49 24/1/07, BBCWST

Page 1 of 1

DomainKey-Signature: a=rsa-sha1; c=nofws;
d=gmail.com; s=beta;
h=received:user-agent:date:subject:from:to:message-id:thread-topic:thread-index:mime-version:content-type;

b=bEE6cMlhgXjoqVxOvDrxuU+LW0yq99P1yZlpQMHfKpoZzGeydMeSMdg/1kjh+4Xz5mAAB2UMzMDWO6
User-Agent: Microsoft-Entourage/11.3.3.061214

Date: Wed, 24 Jan 2007 07:49:36 -0500

Subject: BBCWST

From: "Nelson R. Gonzalez" <nelsonrgonzalez@gmail.com>

To: Nicholas Ulanov <ulanov@ulanov.com>

Thread-Topic: BBCWST

Thread-Index: Acc/ho6WPxrEqupEduU0gAWy5HvwA==

X-Nonspam: None

X-NAS-Language: English

X-NAS-Bayes: #0: 0; #1: 1

X-NAS-Classification: 0

X-NAS-MessageID: 14152

X-NAS-Validation: {5B6CAC75-27C4-4119-AA91-2FD316C6B01C}

Nicholas,

I hope this finds you well and your work thriving. I am well, working at some new initiatives as I test the waters regarding my next steps. I wanted to let you know that Stephen King has approached me about assisting them with kicking-off some further planning work. I think it's a good opportunity to be helpful to them and to tide me over as I make my own longer-term decisions. As a courtesy, I wanted to be sure that I told you about it myself.

May 2007 bring you many good things.

Best,

Nelson

--
Nelson R Gonzalez
+1.917.208.2667
+44.775.718.1963

EXHIBIT 17

A D V E N T >
strategy group



Report to the Trustees

Strategy Review Process, Phase II

16 July 2007

EXHIBIT 18

a Control number	Void	OMB No. 1545-0008			
b Employer identification number 22-3272214	1 Wages, tips, other compensation 87,833.32				
c Employer's name, address, and ZIP code The Ulanov Partnership Inc. 210 Harrison Street Princeton NJ 08540		2 Federal income tax withheld 17,699.69			
d Employee's social security number 227-15-9009		3 Social security wages 87,833.32			
e Employee's name, address, and ZIP code Nelson R. Gonzales 125 W. 16th Street Apt. 161 New York NY 10011		4 Social security tax withheld 5,445.32			
		5 Medicare wages and tips 87,833.32			
		6 Medicare tax withheld 1,273.60			
		7 Social security tips 10,000.00			
		8 Allocated tips 10,000.00			
		9 Advance EIC payment 100.00			
		10 Dependent care benefits 100.00			
		11 Nonqualified plans 100.00			
		12 Benefits included in box 1 100.00			
		13 See instr. for box 13 100.00			
		14 Other 100.00			
15 State NY	Deceased <input type="checkbox"/>	Pension plan <input type="checkbox"/>	Legal rep. <input type="checkbox"/>	Deferred compensation <input type="checkbox"/>	
Employer's state I.D. no.	17 State wages, tips, etc. 87,833.32	18 State income tax 4,274.65	19 Locality name NYC	20 Local wages, tips, etc. 87,833.32	21 Local income tax 2,852.00
		4,910.80			

Form **W-2** Wage and Tax Statement **2000**

Copy D For Employer

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction Act Notice, see separate instructions.

a Control number	Void <input type="checkbox"/>	OMB No. 1545-0008	
b Employer identification number 22-3272214		1 Wages, tips, other compensation 109250.04	2 Federal income tax withheld 22022.22
c Employer's name, address, and ZIP code THE ULANOV PARTNERSHIP, INC. 210 HARRISON STREET PRINCETON, NJ 08540		3 Social security wages 80400.00	4 Social security tax withheld 5052.45
		5 Medicare wages and tips 109250.04	6 Medicare tax withheld 1584.12
		7 Social security tips	8 Allocated tips
d Employee's social security number 225-15-9009		9 Advance FICA payment	10 Dependent care benefits
e Employee's first name and initial NELSON Last name GONZALEZ 125 W. 16TH STREET APT. 161 NEW YORK, NY 10011		11 Nonqualified plans	12a See instructions for box 12 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		13 Statutory employee <input type="checkbox"/>	12b Retirement plan <input type="checkbox"/> <input type="checkbox"/>
		14 Other NY - Dis	12c <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		31.20	12d <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
f Employee's address and ZIP code			
15 State NY	Employer's state ID number 3122222 3	16 State wages, tips, etc. 109250.04	17 State income tax 6304.61
		18 Local wages, tips, etc. 109250.04	19 Local income tax 3523.05
			20 Locality name NY-Cit:

W-2 Wage and Tax
Statement
Form Copy D For Employer.

2001

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.

a Control number	Void <input type="checkbox"/>	OMB No. 1545-0008						
b Employee identification number 22-3272214			1 Wages, tips, other compensation 131249.95		2 Federal income tax withheld 27264.32			
c Employer's name, address, and ZIP code THE ULANOV PARTNERSHIP, INC. 210 HARRISON STREET PRINCETON, NJ 08540			3 Social security wages 84900.00		4 Social security tax withheld 5263.80			
			5 Medicare wages and tips 131249.95		6 Medicare tax withheld 1903.12			
			7 Social security tips		8 Allocated tips			
d Employee's social security number 225-15-9009			9 Advance EIC payment		10 Dependent care benefits			
e Employee's first name and initial NELSON GONZALEZ			11 Nonqualified plans		12a See instructions for box 12			
125 W. 16TH STREET APT. 161 NEW YORK, NY 10011			13 Statutory employee <input type="checkbox"/>	Retirement plan <input type="checkbox"/>	Third-party sick pay <input type="checkbox"/>	12b		
			14 Other NY - Dis 31.20		12c		12d	
f Employee's address and ZIP code								
15 State NY	Employer's state ID number 003122222 3	16 State wages, tips, etc. 131249.95	17 State income tax 7926.63	18 Local wages, tips, etc. 131249.95	19 Local income tax 4351.35	20 Locality name NY		

W-2 Wage and Tax
Form **W-2** Statement
Copy D For Employer.

2002

(Rev. February 2002)

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.

a Control number	Void <input type="checkbox"/>	OMB No. 1545-0008		
b Employer identification number	10558.06			2 Federal income tax withheld 1405.00
22-3272214		3 Social security wages 10558.06		
c Employer's name, address, and ZIP code THE ULANOV PARTNERSHIP, INC. 210 HARRISON STREET PRINCETON, NJ 08540		4 Social security tax withheld 654.60		
d Employee's social security number 225-15-9009		5 Medicare wages and tips 10558.06		
e Employee's first name and initial NELSON		6 Medicare tax withheld 153.09		
Last name GONZALEZ		7 Social security tips		
125 W. 16TH STREET APT. 161 NEW YORK, NY 10011		8 Allocated tips		
f Employee's address and ZIP code		9 Advance EIC payment		
15 See Employer's state ID number NY 003122222 3		10 Nonqualified plans		
16 State wages, tips, etc. 10558.06		11 Statutory Retirement plan 12a See Instructions for box 12		
17 State income tax 508.93		12b		
18 Local wages, tips, etc. 10558.06		12c		
19 Local income tax 278.78		12d		
20 Locality name NY				

W-2 Wage and Tax Statement
Form **W-2** Statement
Copy D For Employer.

2003

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.

a Control number	Void <input type="checkbox"/>	OMB No. 1545-0008	
b Employer identification number (EIN)	22-3272214	1 Wages, tips, other compensation 12500.00	2 Federal income tax withheld 3000.00
c Employer's name, address, and ZIP code	THE ULANOV PARTNERSHIP 210 HARRISON STREET PRINCETON, NJ 08540	3 Social security wages 12500.00	4 Social security tax withheld 775.00
d Employee's social security number	225-15-9009	5 Medicare wages and tips 12500.00	6 Medicare tax withheld 181.25
e Employee's first name and initial	Last name NELSON GONZALEZ 125 W. 16TH STREET APT 161 NY, NY 10011	7 Social security tips	8 Allocated tips
f Employee's address and ZIP code		9 Advance EIC payment	10 Dependent care benefits
15 State Employer's state ID number	NY 31-22222-3	11 Nonqualified plan	12a See instructions for box 12
		13 Statutory Employer Retirement plan check mark	12b
		14 Other NY - Dis 2,60	12c
			12d
16 State wages, tips, etc.	12500.00	17 State income tax 850.53	18 Local wages, tips, etc. 12500.00
			19 Local income tax 473.42
			20 Locality name NY - C1

W-2 Wage and Tax Statement
Form Copy D—For Employer.

2005

Department of the Treasury—Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see back of Copy D.

a Control number	Void <input type="checkbox"/>	OMB No. 1545-0008				
b Employer identification number (EIN) 22-3272214		1 Wages, tips, other compensation 112500.00		2 Federal income tax withheld 21882.00		
c Employer's name, address, and ZIP code THE ULANOV PARTNERSHIP 210 HARRISON STREET PRINCETON, NJ 08540		3 Social security wages 94200.00		4 Social security tax withheld 6615.40		
		5 Medicare wages and tips 112500.00		6 Medicare tax withheld 1631.25		
		7 Social security tips		8 Allocated tips		
d Employee's social security number 225-15-9009		9 Advance FFC payment		10 Dependent care benefits		
e Employee's first name and initial NELSON GONZALEZ 125 W. 16TH STREET APT 161		Suff.	11 Nonqualified plans	12a See instructions for box 12		
NY		NY 10011	13 Statutory employee <input type="checkbox"/>	Retirement plan <input type="checkbox"/>	Third-party sick pay <input type="checkbox"/>	12b <input type="checkbox"/>
			14 Other NY-SDI	28.60	12c <input type="checkbox"/>	12d <input type="checkbox"/>
f Employee's address and ZIP code						
15 State NY	Employer's state ID number 31-22222 3	16 State wages, tips, etc. 112500.00	17 State income tax 6962.43	18 Local wages, tips, etc. 112500.00	19 Local income tax 3892.62	20 Locality name NY - Ci

W-2 Wage and Tax Statement
Form Copy D—For Employer.

2006

Department of the Treasury Internal Revenue Service
For Privacy Act and Paperwork Reduction
Act Notice, see back of Copy D.

EXHIBIT 19

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub

Check number: wire

Pay Period: 11/16/2005 - 12/15/2005

Pay Date: 12/29/2005

Employee

Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011

SSN

***-**-9009

Earnings and Hours	Qty	Rate	Current	YTD Amount
Salary			12,500.00	12,500.00
Taxes			Current	YTD Amount
NY - City Resident			-473.42	-473.42
Federal Withholding			-3,000.00	-3,000.00
Social Security Employee			-775.00	-775.00
Medicare Employee			-181.25	-181.25
NY - Withholding			-850.53	-850.53
NY - Disability Employee			-2.60	-2.60
			-5,282.80	-5,282.80
Net Pay			7,217.20	7,217.20

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub

Check number: wire

Pay Period: 01/16/2006 - 02/15/2006

Pay Date: 02/28/2006

Employee

Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011

SSN

***-**-9009

Earnings and Hours	Qty	Rate	Current	YTD Amount
Salary			12,500.00	12,500.00
Taxes			Current	YTD Amount
NY - City Resident			-473.42	-473.42
Federal Withholding			-3,000.00	-3,000.00
Social Security Employee			-775.00	-775.00
Medicare Employee			-181.25	-181.25
NY - Withholding			-850.53	-850.53
NY - Disability Employee			-2.60	-2.60
			-5,282.80	-5,282.80
Net Pay			7,217.20	7,217.20

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub

Check number: wire

Pay Period: 02/16/2006 - 03/15/2006

Pay Date: 03/24/2006

Employee

Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011

SSN

***-**-9009

Earnings and Hours	Qty	Rate	Current	YTD Amount
Salary			12,500.00	25,000.00
Taxes			Current	YTD Amount
NY - City Resident			-473.42	-946.84
Federal Withholding			-3,000.00	-6,000.00
Social Security Employee			-775.00	-1,550.00
Medicare Employee			-181.25	-362.50
NY - Withholding			-850.53	-1,701.06
NY - Disability Employee			-2.60	-5.20
			-5,282.80	-10,565.60
Net Pay			7,217.20	14,434.40

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub	Check number: wire	Pay Period: 03/16/2006 - 04/15/2006	Pay Date: 04/21/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary			12,500.00 37,500.00
Taxes		Current	YTD Amount
NY - City Resident		-438.42	-1,385.26
Federal Withholding		-2,522.00	-8,522.00
Social Security Employee		-775.00	-2,325.00
Medicare Employee		-181.25	-543.75
NY - Withholding		-795.49	-2,496.55
NY - Disability Employee		-2.60	-7.80
		4,714.76	-15,280.36
Net Pay		7,785.24	22,219.64

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub	Check number: wire	Pay Period: 04/16/2006 - 05/15/2006	Pay Date: 05/26/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary			12,500.00 50,000.00
Taxes		Current	YTD Amount
NY - City Resident		-438.42	-1,823.68
Federal Withholding		-2,522.00	-11,044.00
Social Security Employee		-775.00	-3,100.00
Medicare Employee		-181.25	-725.00
NY - Withholding		-795.49	-3,292.04
NY - Disability Employee		-2.60	-10.40
		-4,714.76	-19,995.12
Net Pay		7,785.24	30,004.88

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub	Check number: wire	Pay Period: 05/16/2006 - 06/15/2006	Pay Date: 06/16/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary			12,500.00 62,500.00
Taxes		Current	YTD Amount
NY - City Resident		-438.42	-2,262.10
Federal Withholding		-2,522.00	-13,566.00
Social Security Employee		-775.00	-3,875.00
Medicare Employee		-181.25	-906.25
NY - Withholding		-795.49	-4,087.53
NY - Disability Employee		-2.60	-13.00
		-4,714.76	-24,709.88
Net Pay		7,785.24	37,790.12

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub

Check number: 228

Pay Period: 06/16/2006 - 07/15/2006

Pay Date: 07/25/2006

Employee

Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011

SSN

***-**-9009

Earnings and Hours	Qty	Rate	Current	YTD Amount
Salary			6,250.00	68,750.00
Taxes			Current	YTD Amount
NY - City Resident			-188.42	-2,450.52
Federal Withholding			-818.00	-14,384.00
Social Security Employee			-387.50	-4,262.50
Medicare Employee			-90.63	-996.88
NY - Withholding			-320.98	-4,408.51
NY - Disability Employee			-2.60	-15.60
			-1,808.13	-26,518.01
Net Pay			4,441.87	42,231.99

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub

Check number: 233

Pay Period: 06/16/2006 - 07/15/2006

Pay Date: 08/10/2006

Employee

Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011

SSN

***-**-9009

Earnings and Hours	Qty	Rate	Current	YTD Amount
Salary			6,250.00	75,000.00
Taxes			Current	YTD Amount
NY - City Resident			-188.42	-2,638.94
Federal Withholding			-818.00	-15,202.00
Social Security Employee			-387.50	-4,650.00
Medicare Employee			-90.62	-1,087.50
NY - Withholding			-320.98	-4,729.49
NY - Disability Employee			-2.60	-18.20
			-1,808.12	-28,326.13
Net Pay			4,441.88	46,673.87

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub	Check number: 239	Pay Period: 07/16/2006 - 08/15/2006	Pay Date: 09/14/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary			12,500.00 87,500.00
Taxes		Current	YTD Amount
NY - City Resident		-438.42	-3,077.36
Federal Withholding		-2,522.00	-17,724.00
Social Security Employee		-775.00	-5,425.00
Medicare Employee		-181.25	-1,268.75
NY - Withholding		-795.49	-5,524.98
NY - Disability Employee		-2.60	-20.80
		<hr/> -4,714.76	<hr/> -33,040.89
Net Pay		7,785.24	54,459.11

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Partial

Employee Pay Stub	Check number: 245	Pay Period: 08/16/2006 - 09/15/2006	Pay Date: 10/02/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary		6,250.00	93,750.00
Taxes		Current	YTD Amount
NY - City Resident		-188.42	-3,265.78
Federal Withholding		-818.00	-18,542.00
Social Security Employee		-387.50	-5,812.50
Medicare Employee		-90.63	-1,359.38
NY - Withholding		-320.98	-5,845.96
NY - Disability Employee		-2.60	-23.40
		-1,808.13	-34,849.02
Net Pay		4,441.87	58,900.98

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Partial

Employee Pay Stub	Check number: wire	Pay Period: 08/16/2006 - 09/15/2006	Pay Date: 10/13/2006
Employee	SSN		
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009		
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary		6,250.00	100,000.00
Taxes		Current	YTD Amount
NY - City Resident		-188.42	-3,454.20
Federal Withholding		-818.00	-19,360.00
Social Security Employee		-27.90	-5,840.40
Medicare Employee		-90.62	-1,450.00
NY - Withholding		-320.98	-6,166.94
NY - Disability Employee		-2.60	-26.00
		-1,448.52	-36,297.54
Net Pay		4,801.48	63,702.46

The Ulanov Partnership
 210 Harrison Street
 Princeton, NJ 08540

Nelson Gonzalez
 125 W. 16th Street
 Apt 161
 NY, NY 10011

Employee Pay Stub	Check number: wire	Pay Period: 09/16/2006 - 10/15/2006	Pay Date: 11/17/2006
Employee	SSN	Status (Fed/State)	Allowances/Extra
Nelson Gonzalez, 125 W. 16th Street, Apt 161, NY, NY 10011	***-**-9009	Single/Single	Fed-6/0/NY-6/0
<hr/>			
Earnings and Hours	Qty	Rate	Current YTD Amount
Salary		12,500.00	112,500.00
Taxes		Current	YTD Amount
NY - City Resident		-438.42	-3,892.62
Federal Withholding		-2,522.00	-21,882.00
Social Security Employee		-775.00	-6,615.40
Medicare Employee		-181.25	-1,631.25
NY - Withholding		-795.49	-6,982.43
NY - Disability Employee		-2.60	-28.60
		<hr/> -4,714.76	<hr/> -41,012.30
Net Pay		7,785.24	71,487.70

EXHIBIT 20

EXHIBIT 21

Summary: Apr 06 - July 06

Apr-06

UP	\$869.16
WST	\$4,422.19

May-06

UP	\$707.16	RiSci	\$24.14
WST	\$4,045.38		

Jun-06

UP	\$761.03
WST	\$4,692.91

Jul-06

UP	\$789.97
WST	\$4,486.88

\$20,774.68 **\$24.14**

EXHIBIT 22

Summary: Apr 06 - July 06**Apr-06**

UP	\$869.16
WST	\$4,422.19

May-06

UP	\$707.16	RiSci	\$24.14
WST	\$4,045.38		

Jun-06

UP	\$761.03
WST	\$4,692.91

Jul-06

UP	\$789.97
WST	\$5,073.42

Aug-06

UP	\$275.06
WST	\$730.47

Sep-06

UP	\$307.04
WST	\$1,782.66

Oct-06

UP	\$374.80
WST	\$1,119.77

\$25,951.02	\$24.14
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